

ISD

April 8, 1994

CAMPUS

Volume 2 #30

Bulletin

2 Weeks at a Glance

April

- 8** Silent Retreat Begins
- 9** Silent Retreat Ends
- 11** 11:00 am - 1:00 pm 3rd Grade students to McDonald's
1:30 pm K - 5 Department Quarterly Awards program, K - 5 Gymnasium
3:15 pm Relay Indiana presentation for staff - presenter - Matt Gwynn,
Alumni Hall Auditorium
4:30 pm Middle School Track and Field vs Heritage Christian
- 12** 11:00 am - 1:00 pm 4th Grade students to McDonald's
4:00 - 8:00 pm Transition Workshop, Alumni Hall Library
- 13** 11:00 am - 1:00 pm 3rd & 5th Grade students to McDonald's
4:00 - 8:00 pm Transition Workshop, Alumni Hall Library
- 14** 0 - 5 & K - 5 Parent-Teacher Conferences
- 15** Crisis Intervention Care Meeting
- 16** 8:00 am - 5:00 pm Statewide Needs Assessment Meeting
- Greater Indianapolis Deaf Club
- 18** 1:00 - 3:00 pm Team Leaders' Meeting - Superintendent's Meeting Room
- Alumni Hall
- 19** Superintendent Laird to Ft. Wayne Community Schools
4:15 pm Middle School Track & Field vs Park Tudor
5:00 pm High School Track & Field vs Hamilton Heights & Westfield
- at Westfield
- 20** Superintendent Laird to West Lake County Special Education Program
4:30 pm High School Track & Field vs Speedway & Ritter at Speedway
- 21** Superintendent Laird to Duneland School Corporation Deaf Program
4:15 pm Middle School Track & Field at Heritage Christian

High School Student Council Talent Show

Wednesday

April 27

7 - 9 pm

Alumni Hall

Auditorium

0 - 5 free

K - 5 25¢

Middle School 50¢

High School 75¢

Adult \$1

Gallaudet Summer Sessions

Gallaudet University's Summer Sessions 1994 catalogue has arrived. The catalogues are available in the Visitor and Information Center and can be viewed or borrowed upon request. Contact VIC Secretary Barbara Clifford to see them.

Open Letter to Parents, ISD Staff and Interpreters:

As you are aware Indiana Deaf School Alumni Association will celebrate its Reunion this summer on campus June 16-19 in conjunction with ISD's Sesquicentennial.

It is expected a large crowd will be on hand and you are all welcome to help make the Sesquicentennial something we will always remember.

Please join us. Contact Leona Norrod in the Alumni Association booth on PTCO Day or send your name, address and phone number to ISDAA, P.O. Box #18. ISD Campus Mail.

Check it Out!

Stop by and check out the latest "Celebrate" Bulletin Board in the Main Building. This one features a fable from Aesop about the Wind and the Sun. Many thanks to Linda Charlebois for bringing the fable to our attention!

Farewell

Yvonne Johnson, high school math teacher, has left ISD on permanent disability. ISD will miss Yvonne's motivation, creativity, and constant efforts not only in the math classroom, but in her work to bring cultural sensitivity to students and staff. Best wishes to Yvonne and her family.

Thought for the Week:

"...Recreating her or himself in the image of the dominating conqueror is elementally an act of submission."

Njideka Iyabo - *Indianapolis-based African-American writer and activist*
submitted by Carla Bullock

*The ISD Campus Bulletin
is published weekly
during the school year*

Send submissions to:

*Visitor & Information Center
Alumni Hall Room # 122*

Deadline - Fridays

Editor - Gary McWhirter

Kudos

ISD thanks Roadman Tech Services Inc. for their generous donation of \$150. Their kind gesture is very much appreciated. The funds will benefit the High School Alternative Education Program, as requested.

The 0 - 3 staff and Louise Fitzpatrick send a big THANK YOU to Glenda Zmijewski for donating 10 Bears and Barney chairs to ISD's 0 - 3 students.

Another big THANK YOU goes to the "Woodcrafters" for their donation of the beautiful wooden toys. The children will get many good years from these sturdy, homemade toys.



Extra! Extra! Read All About It!

ISD is pleased to announce the availability of several free registrations for the upcoming workshop ("Becoming BiBi") on April 28, 29, 30 & May 1. These "slots" are available on a "standby" basis and are open to all ISD staff and parents. If you are interested in attending this informative conference, please submit a registration form by April 2 to your department director -- parents submit to PTCO. Forms may be obtained from the following people:

Dan Fitzpatrick, Student Life

Jeff Toutant, Business and Operations

Cindy Lawrence, Family and Student Services

Louise Fitzpatrick, 0 - 5 Program

Laurene Gallimore, K - 5 Department

Jerry Thixton, Middle School Department

Linda Lloyd, High School/Vocational Department

David Reynolds, PTCO

Newsletters

The educational departments at ISD have begun work on departmental newsletters. The 0-5 Program has a newsletter entitled *BiBi Babies Bulletin*. The K-5 Program's newsletter is called the *ISD Elementary Newsletter*. The Middle School's newsletter is called the *ISD Middle School Newsletter*. The High School's newsletter is called the *ISD High School Newsletter*.

If you would like a copy of a newsletter, please contact the department.

FREE!! Captioned Films/Videos

Through a grant from the U.S. Department of Special Education, captioned films and videos can be loaned to Deaf or Hard of Hearing individuals or groups. Approximately 4,000 movies are available. Each movie is open-captioned (does not require a decoder). There is no charge for the service. Parents of Deaf and Hard of Hearing children are encouraged to apply for an account. For more information contact Bob Canty (317) 924-4374 TTY or (800) 237-6213 TTY.

Student Enrollment

As of March 30, 1994

Welcome:

Andrew Myers
Boone County

Farewell:

Jassamin Messer

High School	95
Middle School	74
Grades K-5	100
0-5 Program	50
TOTAL:	319

Heaven's Gain . . . ISD's Loss

A personal remembrance by Teresa Huckleberry

In dealing with my own personal grief in losing a best friend and half of high school's "science team," my thoughts are filled with fond memories of Maryann . . .

...all of the times people in Alumni Hall would run into the halls, holding their noses and wondering what evil fire and brimstone creations her Chemistry classes were making with sulfur...

...all of the times I went into her Chemistry class while she stood there helping students, with those safety goggles on that made them all look like giant bug-eyed insects

...all of the times her advanced science classes were busy with hideous dissections of pregnant cats that filled the air with disgusting odors of preservatives.

Maryann occupied the same rooms for 22 years. I was like everyone else, taking for granted that Rooms G03 and G05 would always be hers. High school students and staff all over campus mourn her unexpected death. Maryann died on Friday, April 1, in St. Vincent's Hospital, after developing a severe infection from minor surgery. Maryann had taught Chemistry, Biology, Advanced Science, and Earth Science since she joined our staff in 1972.

I have had the privilege of working with Maryann since 1975 when I was her student teacher here at ISD. I have nineteen years of memories that I could write about, but I think the most important things to say about her are those things that students in her Advanced Science classes have told me. In trying to comfort one another, the students talked of her incredible patience, the high expectations that she had for all of her students, her TALENT for organization, and her ability to stay calm in the worst of circumstances. They all agreed that her high expectations for each one of them were a great influence on their achievement.

As a person, Maryann was a dedicated teacher, a devoted wife, and most of all, a loving mother. Anyone who knew her realized how much she loved her family. Her husband, Charlie, is a band teacher at Danville Middle School; her son Brian, is 8 years old; her daughter Missy is 6.

With Maryann's death, ISD and the high school department have suffered a tremendous loss. ISD's loss is heaven's gain. Yesterday I thought I heard her laugh, so maybe she's not really gone at all . . . Maybe she's still here with us as high school's new GUARDIAN ANGEL.

Accreditation Committee

The following people were nominated by ISD's Team Leaders to serve on the Accreditation Steering Committee.

Carol Wild, *Educational Consultant, Learning Resource Center*
Jodee Crace, *Behavioral Clinician, Family and Student Services*
Rachel Stone, *Curriculum Coordinator, Learning Resource Center*
Dan Stutler, *Assistant Director, High School*
Debbie Fetzer, *Director Student Development Center, Student Life*
George Stailey, *Special Assistant to the Superintendent,*
Superintendent's Office (Chair)

All nominees have accepted positions on the committee. The group will coordinate ISD's self-study. The effort will culminate with a site visit in April, 1995 by the North Central Association for Colleges and Schools (NCA), the Conference of Educational Administrators Serving the Deaf (CEASD), and the Indiana Department of Education's Performance Based Accreditation (PBA).

Many of the committee members will be attending a "How to Get Started" workshop April 27- 28 in Indianapolis. The workshop will address the self-study process for NCA and PBA.

For information regarding the accreditation process, please contact George Stailey in the Superintendent's Office at 317-924-4374 ext.128 TTY/Voice.

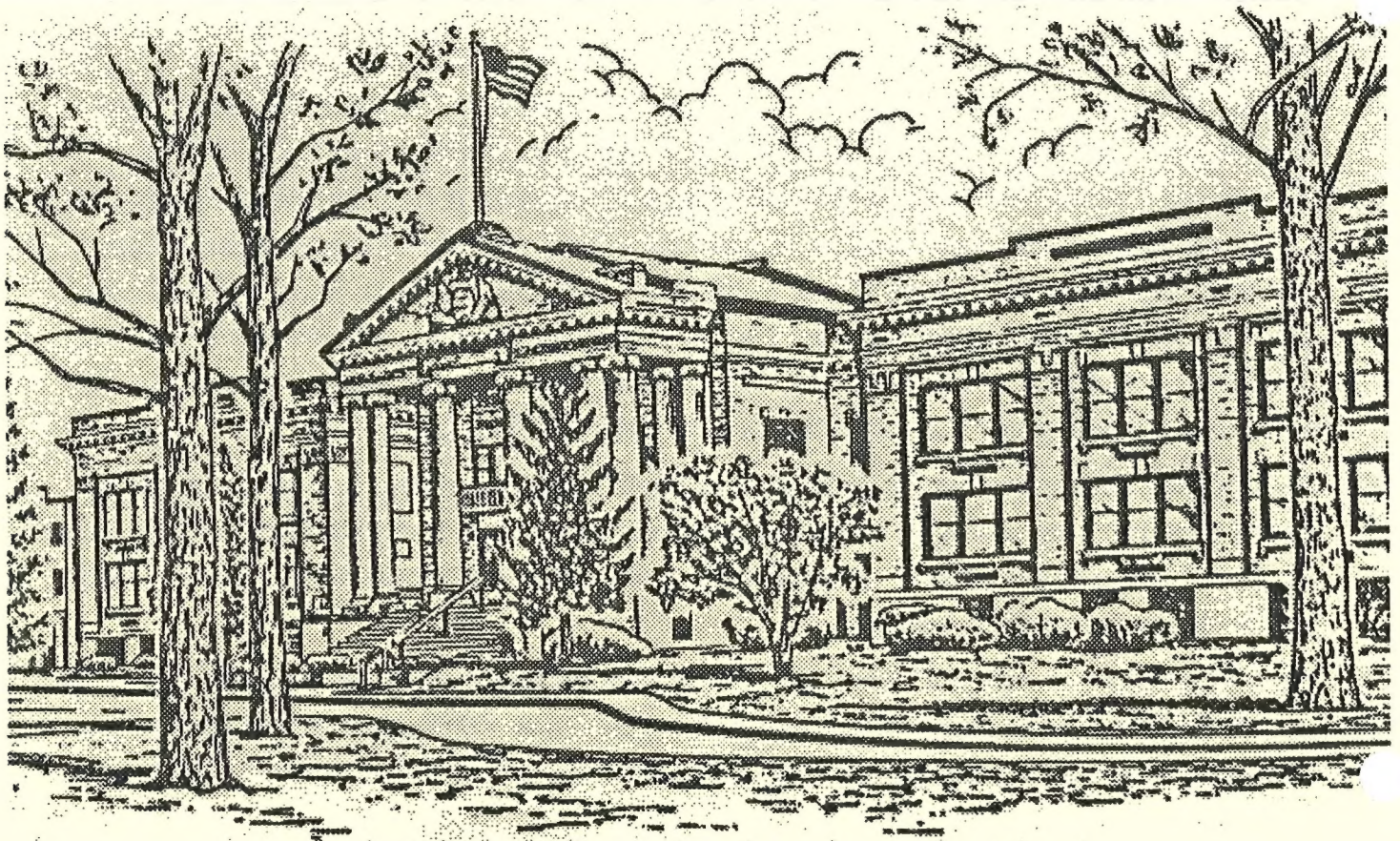
Congratulations to the committee members and best wishes for success in the three-way accreditation process.

Cafe "IOU's"

Please note that no IOU's for cafeteria meals will be accepted for this school year after April 30. All meals must be purchased with a meal ticket from the Business Office — no money can be accepted in the cafeterias. The cafeteria staff requests that personnel "pay off" any outstanding debt with the cafeterias.

Employee of the Month

The Indiana State Personnel Department has an employee of the month program which recognizes employees in the "Interchange" publication. Any state employee may nominate another state employee for this honor. Nomination forms may be obtained in the Visitor and Information Center, Room 122, Alumni Hall.



Transitions

Letting Go of the Old (2)

Ann Titus, Transition Consultant

ISD is making many changes as we become a BIBI school. As each of us go through these changes we may have to "let go" of old ideas, opinions, views, and approaches to teaching. At each of ISD's Transition Workshops participants are asked, "What do you have to let go of in your transition to BIBI?" The responses have been interesting.

Deaf people explain what Deaf people must let go of:

Deaf people must let go of their feelings of inferiority.

Some Deaf people have come to believe they are inferior to Hearing people. This belief is the result of a "medical view" of Deaf people which sees them as diseased or less than perfect. This view has been reinforced by the fact that the language and culture of Deaf people has for so long been unrecognized. Some Deaf people have come to believe they are inferior.

Deaf people must let go of their dependency on Hearing people.

Because some Deaf people think they are inferior to Hearing people, they tend to depend on Hearing people. For example, some Deaf at ISD used to think that Deaf people could not become secretaries because Deaf people needed Hearing people to answer the phone. Now that there are Deaf secretaries at ISD, many people have let go of that old idea. *Deaf people must let go of the idea that their English is lousy.*

Some Deaf people believe their English is lousy. They have been taught to compare their literacy in English with Hearing people for whom English is a first language. In fact, English is a second language for Deaf people and literacy skills cannot be compared to those of native English users.

Deaf people must let go of oppressive attitudes they have against other Deaf people.

Often members of minority groups hurt one another with behavior called "horizontal violence." It happens when a group becomes frustrated with oppression and lashes out at their own people. An example of this

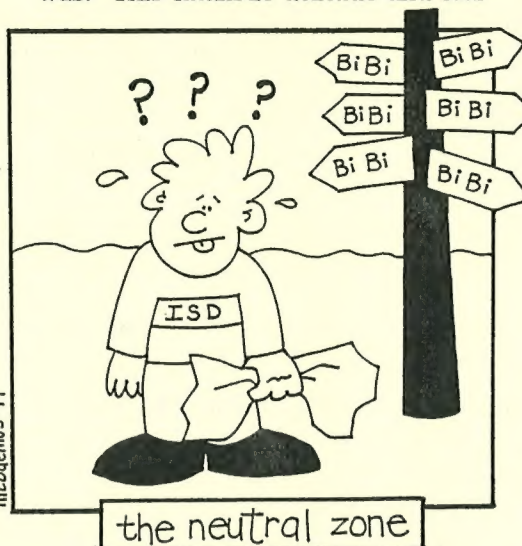
violence is the labeling and back stabbing that sometimes takes place within the community. Such violence hurts the community by it.

"Deaf people must let go of the pain from past experiences."

Most Deaf people remember very painful experiences with Hearing people. They remember how they were treated in school or how the public ridiculed sign language. These painful experiences make it difficult for some Deaf to trust Hearing people and to establish relationships with them.

"Deaf people have to let go of FEAR."

Deaf staff at the workshops reported that they are afraid to make mistakes—afraid that no matter how hard they try, the school will not change and education will go back to the way it was. This fatalistic attitude and fear



of making mistakes often prevents people from achieving their goals.

Hearing people explain what Hearing people must let go of:

"Hearing staff must let go of FEAR."

Many Hearing staff report they are afraid to make mistakes. They are afraid they will not become fluent in ASL. They are afraid they will lose their jobs.

"Hearing staff must let go of their identity."

Some Hearing staff feel that in order to become BIBI they must give up part of their identity. When they use ASL on the job and begin following

Deaf cultural norms, they have to let go of their own culture and a part of themselves.

"Hearing staff have to let go of their sense of power and security."

Before the school was BIBI, it followed Hearing cultural norms. This made Hearing staff feel comfortable and secure. They had a sense of power because the school operated according to a language and culture that was familiar to them. With BIBI, ASL and Deaf culture, some Hearing staff feel a loss of that power and security.

"Hearing staff have to let go of personal guilt."

Some Hearing staff have seen Deaf people as they describe many painful experiences. Much of this pain was caused by Hearing people who did not know better. This makes many Hearing people feel guilty. Sometimes the guilt is so strong that the Hearing people try to "make it up" to Deaf people and work only to please Deaf people. These people are working for the wrong reasons. These feelings of guilt also spring from oppression.

"Hearing people must let go of negative attitudes about themselves."

Some Hearing staff explained that people with low self esteem have a greater tendency to oppress others. If people feel lousy about themselves and have no sense of personal power, they may try to feel powerful by dominating others or by trying to please or take care of others. In order to learn to work with Deaf people as equals, Hearing people must learn to love themselves.

Given these lists from the Deaf and Hearing staff, how can we help each other "let go?" Bridges, in his book Managing Transitions, suggests that the best approach is to pay attention to one another. If people have the opportunity to identify what they must let go of and to express their feelings about those losses, the process is much easier. Validating the "letting go" phase of transition can help people move on to the next phase, the "Neutral Zone."

Staff Development News

Relay Indiana

There will be an inservice for all educational staff on April 11 at 3:15 in the auditorium. Matt Gwynn from Relay Indiana will provide us with some additional information on this important service. This is for the educational staff but is open to anyone who would like more information.

Bilingual Language Acquisition

Bonnie Kramer will present a workshop on the process of acquiring two languages and the relationships of those two languages in a bilingual educational setting. She will describe Cognitive/Academic Language proficiency (CALP) and Basic Interpersonal Communicative Skills (BICS). BICS is the language native speakers use every day to communicate and is largely unrelated to academic progress, whereas CALP is strongly related to academic progress. Understanding these two measurements will lead to a basic understanding of first and second language learning and how to teach bilingual children. This workshop will occur on Saturday, April 16 from 8 am - noon in Alumni Hall Auditorium. Teachers can earn "comp" time for attending this informative workshop.

Mrs. Kramer is a graduate of Gallaudet University and is currently the Director of Curriculum for the Elementary Department at the Learning Center for Deaf children in Boston, Massachusetts.

If you plan to attend this workshop, please contact Mary Alice Moon in the Staff Development office.

Creative Is Who You Are Not What You Do

This seminar features David Wantz, a nationally known speaker, writer and consultant who teaches creative thinking skills, leads executive retreats and trains managers in leadership. This workshop on creative and divergent thinking will be held May 3 & 4 at the University of Indianapolis. Registration is \$275 (includes all instruction, class materials, notebook, refreshments and parking).

Distance Education Conference

This conference will provide schools the opportunity to expand learning beyond classroom walls. The Hoosier Educational Computer Coordinators (HECC) organization will present this conference on May 4 to assist K - 12 educators in learning more about the possibilities of distance education for schools.

Speakers and concurrent sessions will feature four areas of distance education

- 1) technology
- 2) services
- 3) issues,
- 4) classroom applications

The conference will be held at the Marriott Hotel in South Bend and the Holiday Inn in Columbus. Registration is \$40 and is limited to 150 people.

Attention Deficit Hyperactivity Disorder in Children and Adolescents

This one day workshop will be presented by Dr. Keith Bauer, a clinical child psychologist and Founder of the ADHD Clinic with offices throughout Wisconsin and Minnesota. He is a scientist practitioner with an active clinical practice of families of children with ADHD.

The workshop will be held at the Adam's Mark Hotel on May 10. Registration is \$95 and seating is limited.

Other Workshops

Managing Negative Behavior

Team-Building and Coaching Skills

The Indispensable Assistant

*For more information on any workshop listed in the
Campus Bulletin see the bulletin board outside
Alumni Hall #223 or contact Mary Alice Moon,
Coordinator of Staff Development*

Transfer Opportunities

(In-House Only)

Posted: April 7, 1994

Deadline: April 14, 1994

Title: Adjustment Counselor (Institutional Teacher position)
Department: Support Services
Shift: Days
General Description: Oversees school discipline program, provides counseling services to students, consultation to staff, and assistance to parents to enhance social functioning aspect of student behavior.

Title: Family and Community Resources Coordinator
(Institutional Teacher position)
Department: Family and Student Services
Shift: Flexible
General Description: Ongoing responsibility for monitoring the appropriateness and quality of parent programs at ISD.

Title: Guidance Counselor (Institutional Teacher position)
Department: Support Services
Shift: Flexible
General Description: Provides personal and career counseling to High School and Middle School students.

Title: Mental Health Counselor (Institutional Teacher position)
Department: Support Services
Shift: Days
General Description: Provides counseling services to students, consultation to staff, and assistance to parents to enhance social functioning aspect of student behavior.

Title: Steam Plant Shift Operator II
Department: Power House
Shift: 11:00 pm to 7:00 am, day off varies
General Description: Employee is responsible for operation of gas/oil fired boilers on a specific shift. Employee performs technical work on all phases of operation.

INTERMITTENT OPPORTUNITY

Posted: April 7, 1994

Deadline: April 14, 1994

Title: Secretary 4 Intermittent
Department: Dietary
Shift: Days
General Description: Performs a variety of clerical duties. Some computer experience required.

IMPORTANT: This is a 180 day Intermittent position with no benefits. The position will expire after 180 days, and the position will be terminated at that time with no benefits.

ISD Menu

Week of April 11th - 17th

	Breakfast	Lunch	Dinner
Mon 11th	Pineapple Juice or *Assorted Juices *Dry or *Cooked Cereal Scrambled Eggs or *Hard Cooked Eggs Sausage Toast and Jelly	Cheese Burger or *Pork Bar-B-Q on Bun French Fries *Baked Beans Sandwich Toppings Chocolate Ice Cream Sandwich	Pizza or Western Dinner* *Mashed Potatoes Seasoned Peas Rosy Applesauce
Tues 12th	Apple Juice or *Assorted Juices *Dry or *Cooked Cereal Poached Eggs or *Scrambled Eggs Bacon Toast and Jelly	A Spring Fling Lunch! Chicken Tetrazzini *Baked Ham *Creamed Corn Spinach Homemade Rolls Hot Apple Cobbler with Ice Cream	Baked Pork Cutlet or *Stuffed Green Pepper Oven Browned Potatoes with Sour Cream Green Beans Bread and Butter Pineapple
Wed 13th	Orange Juice or *Assorted Juices *Dry or Cooked Cereals Hard Cooked Eggs or *Scrambled Eggs *Creamed Chipped Beef on Toast Ham Pecan Spins	Hot Thin Sliced Beef on Bun or *Egg Salad Sandwich U.S. Senate Bean Soup Breaded Cheese Cubes *Nachos Pudding with Topping *Fruit Juice Bar	Spaghetti & Meat Sauce *Chicken Pot Pie Mixed Vegetables Garlic Bread Raspberry Sherbet
Thur 14th	Blended Juice *Assorted Juices *Dry or Cooked Cereals Pancakes with Syrup *Scrambled Eggs Sausage Toast and Jelly	Glazed Ham Steak or *Frank & Kraut Sea Shells & Cheese *Sweet Potato Casserole Fresh Cooked Carrots Bread and Butter Brownies	Beef Manhattan or *Tuna Noodle Casserole Mashed Potatoes Broccoli Bread and Butter Peaches
Fri 15th	Orange Juice or *Assorted Juices *Dry or Cooked Cereals Fried Eggs or *Scrambled Eggs Bacon HM Danish with Icing	5th Grade Sibling Day at Willard Skipper's Treat on Bun or *Baked Cod or *Roast Beef with Gravy Corn Seasoned Peas Dessert	
Sat 16th			
Sun 17th			Brown Cafeteria Frank on Bun Baked Beans Chunk Veggies Chips Dessert

*Brown Cafeteria Only. Salad bar served lunch and dinner. Selective menu at all meals.

Willard - salad bar daily at lunch.

Meal tickets may be purchased from Nancy Hardwick in Alumni Hall Rm G15, 7:30 - 11:00, 12:00 - 3:30.

Milk is served at all meals.

Menu is subject to change without notice.